

Explanation of Requirements

Missouri Civil Rights Compliance Reviews

I. Administrative

A recipient must:

- Notify patrons of its nondiscrimination policies.
- Notify patrons of bias-free accessibility to vocational programs.
- Designate an employee(s) to coordinate efforts to comply with Section 504, Title II, and Title IX.
- Adopt and publish a grievance procedure to provide for prompt resolution of discrimination complaints.

Legal citations: Title IX: 34 CFR 106.9, 106.8, 106.8(b) Section
504: 34 CFR 104.8, 104.7(a), 104.7(b) Title II: 28
CFR 35, 107(a), 107(b) Guidelines: IV-0

II. Recruitment

Recruitment activities must:

- Include all potential students regardless of sex, race, color, national origin or disability.
- Be bias-free.
- Be provided by a diverse team, representing components of the community (if applicable).
- Be accessible by members of English-limited populations and persons with sensory impairments.

Legal citations: Guidelines: V-C, V-D, V-E

III. Admissions

Recipients must:

- Admit without regard to sex, race, color, national origin, language ability, or disability.
- Avoid preadmission inquiries about marital, parental, or disability status.
- Have policies in place for serving limited-English proficient students
- Use admission tests that do not measure disabilities (postsecondary)

Legal citations: Guidelines IV-K, IV-N, IV-L
Title IX: 34 CFR 106.21(c)
Section 504: 34 CFR 104.42 (b)(4)(c), 104.43(c), 104.44(b)(3)
Title II: 28 CFR 35

IV. Student Financial Assistance

Recipients must:

- Make financial aid available to all regardless of sex, race, color, national origin, or disability.

- Award sex-restricted aid only when established by legal instrument.
- Provide bias-free information.
- Provide information in a variety of languages and formats.

Legal citations: Title VI: 34 CFR 100.3(b) Title
IX: 34 CFR 106.37 Section 504:
34 CFR 104.46(a) Guidelines VI-
B

V. Counseling and Prevocational Programs

Recipients must:

- Provide counseling materials that are non-discriminatory.
- Provide counseling services based on sex, race, color, national origin, or disability.
- Avoid directing disabled students toward more restrictive career objectives.
- Assure that disproportional enrollments do not result from discrimination.

Legal citations: Title IX: 34 CFR 106.21(a)(b), 106.36(a), 106.34
Section 504: 34 CFR 104.4(a), 104.34(a), 104.47(b)
Title II: 34CFR 104.47(b) Guidelines V-A, V-B

VI. Students with Disabilities

Recipients must:

- Provide access and benefits to all courses, programs, services, or activities for disabled students.
- Provide related aids or adaptations.
- Identify, evaluate, and place disabled students through a process that includes parents.
- Place K-12 disabled students in the most appropriate educational setting.
- Place secondary disabled students according to the provision of Section 504.
- Measure academic achievement and ability rather than disability.
- Provide post secondary housing without regard to sex, race, color, national origin, or disability.

Legal citations: Section 504: 34 CFR 104.4(a), 104.33,35, 36, 104.34(a)(b), 104.35(a),
104.44(a)(c), 104.45
Title II: 28 CFR 35.130(a)(d)(b)(7)(b)(8)
Guidelines: IV-N, VI-A, VI-C
Title VI: 34 CFR 100.3(b)
Title IX: 34 CFR 106.32

VII. Accessibility

Standards for existing facilities initiated before 6/4/77

- Programs and facilities are readily available to disabled persons.

Standards for new construction initiated between 6/4/77 and 1/17/91

- Each facility is readily accessible and usable by disabled persons.

Standards for new construction initiated after 1/18/92

- Each facility is readily accessible and usable by disabled persons.

Standards for new construction initiated after 1/27/92

- Each facility is readily accessible and usable by disabled persons.

Legal citations: Section 504: 34 CFR 104.22, 104.23
 ANSI:A117.1—1961 (R1971) American National Standards
 Institute UFAS Uniform Federal Accessibility Standards ADA:
 28 CFR 35.15
 Title II: 28 CFR 35.151

VIII. Comparable Facilities

Recipient must:

- Provide facilities for males, females, and/or students with disabilities that are comparable to one another.

Legal citations: Section 504: 34 CFR 104.34(c),
 104.4(ii) Guidelines V1-A, V1-D
 Title IX: 34 CFR 106.33

IX. Work Study, Cooperative Education, Job Placement, Apprentices Training

Recipients must:

- Provide opportunities in the above programs for all students regardless of sex, race, color, national origin, or disability.
- Assure that prospective employers do not discriminate.
- Assure that partners in apprenticeship training do not discriminate.
- Secure written agreements that assure nondiscrimination.

Legal citations: Title VI: 34 CFR 100.3(b)(c)
 Title IX: 34 CFR 106.31(d), 106.38
 Section 504: 34 CFR 104.4(b), 104.46(b), 104.11(a)(4)
 Guidelines VII-A

X. Employment

Recipient must:

- Prevent discrimination in employment practices on the basis of sex, race, color, national origin, or disability.
- Prevent segregation, exclusion, or other discrimination against students through its employment practices.
- Assure that pre-employment inquiries regarding disability, marital or parental status are not made.
- Notify all faculty of nondiscrimination policies.
- Arrange salary schedules to reflect conditions and responsibilities of employment.
- Provide reasonable accommodations to qualified candidates.

Legal citations: Title VI: 34 CFR 100.3(c)
Title IX: 34 CFR 106.51, 106.54, 106.57, 106.60
Section 504: 34 CFR 104.11, 104.12, 104.13, 104.14
Guidelines VIII-A, B, D, E

XI. Site Selection and Student Eligibility Criteria

Recipient must:

- Maintain eligibility criteria that is nondiscriminatory.
- Locate sites that are accessible to all populations and not label sites as intended for minority students.
- May not alter physical plans of facilities that would segregate on the basis of sex, race, color, national origin, or disability.
- Create geographic boundaries that do not exclude students based on race, color, or national origin.

Legal citations: Guidelines IV-A, IV-C, IV-D.